

**MINUTES OF THE SPECIAL MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
LEGISLATIVE OFFICE BUILDING – ROOM 2B  
HARTFORD, CT 06106  
TUESDAY, JANUARY 15, 2013  
1:00 P.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Lyn May  
Edith Pestana

**COMMISSIONERS ABSENT**

Cheryl Lynn Clarke  
Dawn Niles  
Tracey Gove  
Patricia Wrice

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
David Teed, Assistant Attorney General  
Alvin K. Bingham, Supervisor, Affirmative Action/Contract Compliance  
Valerie Kennedy, Human Rights & Opportunity Representative  
Neva E. Vigezzi, Affirmative Action Program Analyst  
Susan Hom, Human Rights & Opportunity Representative  
Charles Krich, Principal Attorney  
Marla Shiller, EEO Manager  
Cheryl Sharp, Human Rights Attorney 3  
James J. O'Neill, Legislative Liaison  
Heather Petit, Administrative Assistant

**I. CHAIRPERSON**

Chairperson Norton convened the Tuesday, January 15, 2013, Special Commission Meeting of the Commission on Human Rights and Opportunities to order at 1:17 p.m.

**II. DISCUSSION AND REVIEW OF PROPOSED CHANGES TO THE AFFIRMATIVE ACTION REGULATIONS**

Discussion was had in regard to the proposed changes to the Affirmative Action Regulations. Representatives from the Affirmative Action Rewrite Committee along with Commission staff gave an overview of the proposed changes to Commissioners. Highlights of the proposed changes included electronic filing and having a grace period wherein agencies' plans are reviewed after which the agency is allowed an opportunity for correction before a final recommendation is

made. In addition, definitions were eliminated that were reiterated elsewhere in statute.

(Note: Commissioner Pestana had to excuse herself from the meeting at which time there was no quorum.)

CHRO affirmative action staff discussed their hesitation to have promotion goals excluded from the plans as several agencies have expressed the need to have them included; i.e. universities. In addition, CHRO affirmative action staff expressed concerns with electronic filing wondering if a software program could be implemented to include all aspects of an agency's plan as well as the difficulty for the reviewer in not having a hard copy of the plan. AA staff further expressed disagreement regarding changes to existing definitions.

After much discussion, Commissioner Norton stated they would continue the review of the proposed changes either at a future Regular Commission Meeting or at another Special Commission Meeting.

### **III. ADJOURNMENT**

The meeting was adjourned at 4:13 p.m.